



April 2004

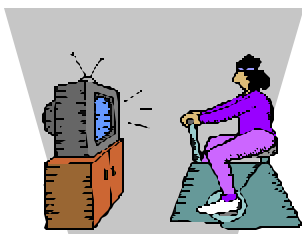
FrontLine Employee

A newsletter from the Employee Advisory Service (EAS)

Call EAS: Olympia (360) 753-3260 Seattle (206) 281-6315 Spokane (509) 482-3686

Web: <http://hr.dop.wa.gov/eas.html>

Fire Up! Your Fitness Program



Are you off track with your weight loss and exercise program? Consider four rejuvenators: 1) Don't over-analyze lack of motivation and stew over your procrastination. These thoughts only delay your progress and substitute for action. 2) If you stopped exercising and are back to undesirable habits, decide now not to give up. Next, act quickly by doing something—anything associated with your fitness program—to regain a feeling of control and commitment. Do it today. 3) Challenge yourself. Commit to a future activity or event that requires you to lose weight or be in better shape (hiking trip, vacation, fun run, etc.). 4) Most experts say not to look at the bathroom scale every day, but if you fight better with daily feedback, go for it.

Translation at Your Fingertips

It can be a challenge if you periodically meet with non-English-speaking customers, but you don't speak a foreign language. If you have a computer handy, try the "translation machine" (www.systranbox.com). It's not perfect, but it may reduce your stress. You can translate up to 150 words without cost. Type what you want to say and click the button for instant translation in a selected language.



Marijuana Yes, It's Addictive



Frequent news about marijuana can reduce its perceived risk, but it is a proven addictive substance. Thousands of people seek treatment each year for accompanying tolerance and withdrawal symptoms. Tolerance means it takes more and more to achieve a desired effect. Marijuana is far more potent than it was in the 1970s and 1980s. Marijuana has earned its label as a "gateway drug" because most drug addicts using other substances start with marijuana. Marijuana has been shown to adversely affect various organ systems, perception, behavior and functioning, and fetal development. The American Society of Addiction Medicine (ASAM) (representing physicians who treat addiction) issued its policy position on marijuana in 1987: Marijuana is addictive and addicted users deserve treatment.

Source: American Society of Addiction Medicine

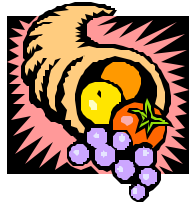
STRESS TIPS FROM THE FIELD . . .

Plan Tonight Feel Better Tomorrow



Remember the last time you arrived at work before the crowd? You could "feel" the peace and quiet and hear a pin drop. Relaxed, you planned your day before things got hectic. Get the same jump on your workday by experimenting with taking time in the evening at home, if only 15 minutes, to plan tomorrow's to-do list. It will help you feel in control, and better able to face the next day more positively. You may avoid walking through the door, feeling overwhelmed, and thinking, "Where do I start?"

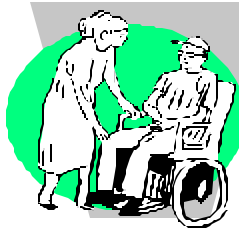
CANCER Foods that Fight Back



April is National Cancer Control Month. Consider some of these suspected dietary factors and action steps in cancer prevention:

- 1. Breast cancer is the most prevalent cancer among American women. To reduce risk: Limit intake of alcoholic beverages; eat a diet rich in fruits and vegetables; be physically active; avoid obesity.
- 2. Colorectal cancer is the second leading cause of cancer death for men and women. To reduce risk: Reduce intake of red meat and fat; increase intake of vegetables, fruits, whole grains, and beans. Obesity and physical inactivity increase risk.
- 3. Endometrial cancer risks increase with being overweight and the accompanying increase in estrogen levels that occur in overweight postmenopausal women. To reduce risk: Maintain healthy weight through regular physical activity and healthy food choices.
- 4. Lung cancer is the big cancer killer. To reduce risk: Don't smoke. If you smoke, eat five servings of fruits and vegetables per day.
- 5. Oral and esophageal cancers increase with tobacco use and heavy alcohol intake. To reduce risk: Don't use tobacco and minimize alcohol intake. Eat five servings of fruit and vegetables per day.
- 6. Prostate cancer is the leading cancer among men. To reduce risk: Reduce intake of animal fat, red meat, dairy products, and other saturated fats. Eat more tomato-based products and soy foods.
- Prevention research on foods continues with soy, green tea, tomato sauce, and more. Keep up with press releases by searching "diet" at the American Association for Cancer Research web site: www.aacr.org.

Don't Overlook Long-Term Care Insurance



"I am too young to worry." "My family will take care of me." "Medicare and Medicaid will cover my bills." These are common myths and reactions to the idea of buying long-term care insurance (LTC). LTC insurance pays for care you may need as you grow older—eating, bathing, walking, bathroom use, care in a nursing home, etc. There is a 50 percent chance you will need long-term care by the time you are 85, but 40 percent of nursing home patients are under 65. If your employer has an LTC insurance benefit, or if you can afford it another way, don't overlook it. LTC insurance is cheaper and easier to get the younger and healthier you are, and it could keep you independent longer as you grow older.

Source: Shoppers Guide to Long-Term Care Insurance, National Association of Insurance Commissioners.

Hostility Harms Heart Health



The American Heart Association's journal, *Circulation*, reports that men with high levels of hostility (measured by feelings of contempt toward others) are 30 percent more likely to develop an irregular heart rhythm condition called atrial fibrillation, which is a strong contributor to stroke. (The study was not determined to be reliable enough to say if the same is true for women.) Contrary to the results of prior studies, "Type A" behavior (hating to wait, being hard driving, having a strong need to excel, thinking about work all the time, etc.) *did not* appear to contribute to heart disease. Hostility is not just feeling anger. It is a frequently experienced, deep-seated feeling of ill-will toward others. Contact EAS to discover intervention strategies.

Source: American Heart Association, Press Release

"Invest" in Your Coworkers



Surprise your coworkers and invest in better relationships using these friendship builders: 1) *Clear the way*. Everyone wants their questions, ideas, and concerns heard. When a coworker is trying to make a point at a meeting, call attention so others will listen. (Example: "Hey, everyone, Mary's got something to say.") 2) *Throw a lifeline*. Support a coworker when roadblocks are encountered or mistakes are made in front of others. Avoid a rush to judgment. Instead, recognize the coworker's effort or positive intent. Example: "Jim, I appreciate what you were trying to accomplish, even though things didn't work out." 3) *Pin a medal*. Praise a coworker's accomplishment in front of others without waiting for someone else to do it first.

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